

Document name
Preventing extremism and radicalisation safeguarding policy

This document is relevant to:	
Central support services	✓
Education	✓
Wellbeing and therapy	✓
Residential	✓

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## 1. Introduction

St. John's is committed to providing a secure environment for learners, where they feel safe and are kept safe. All staff & volunteers at St. John's recognise that safeguarding is everyone's responsibility irrespective of the role that they undertake or whether their role has direct contact or responsibility for learners or not.

In adhering to this policy, and the procedures therein, staff and visitors will contribute to St. John's delivery of the outcomes to all learners, as set out in s10 (2) of the Children Act 2004.

This preventing extremism and radicalisation safeguarding policy is one element within our overall organisation arrangements to safeguard and promote the welfare of all learners in line with the statutory duties set out as s175/157 of the Education Act 2002.

Our organisation's preventing extremism and radicalisation safeguarding policy also draws upon the guidance contained in the 'Pan Sussex Child Protection Procedures' 'Pan Sussex Safeguarding Adults at Risk Procedures' and DfE Guidance 'Keeping Children Safe in Education', and specifically "Prevent for Schools Resources Pack", 'Prevent: Protecting vulnerable people from being drawn into violent extremism' "Tackling Extremism in the UK", DfE's "Teaching Approaches that help Build Resilience to Extremism among Young People" and Peter Clarke's report of July 2014.

## 2. Policy

When operating this policy our organisation uses the following accepted governmental definition of extremism which is:

*'Vocal or active opposition to fundamental British values, including democracy, the rule of law, individual liberty and mutual respect and tolerance of different faiths and beliefs; and/or calls for the death of members of our armed forces, whether in this country or overseas'*

There is no place for extremist views of any kind in our organisation, whether from internal sources, pupils, staff or governors, or external sources – St. John's community, external agencies or individuals. Learners see our organisation as a safe place where they can explore controversial issues safely and where our staff encourage and facilitate this – we have a duty to ensure that this happens.

As an organisation we recognise that extremism and exposure to extremist materials and influences can lead to serious consequences for learners and so should be addressed as a safeguarding concern as set out in this policy.

We also recognise that if we fail to challenge extremist views we are failing to protect our learners.

Extremists of all persuasions aim to develop destructive relationships between different communities by promoting division, fear and mistrust of others based on ignorance or prejudice and thereby limiting the life chances of learners. Education is a powerful weapon against this; equipping our learners with the knowledge, skills and critical thinking, to challenge and debate in an informed way. Therefore, we will provide a broad and balanced curriculum, delivered by skilled professionals, so that our pupils are enriched, understand and become tolerant of difference and diversity and also to ensure that they thrive, feel valued and not marginalized.

Furthermore, we are aware that our learners can be exposed to extremist influences or prejudiced views from an early age which emanate from a variety of sources and media, (e.g. via the internet) and at times learners may themselves reflect or display views that may be discriminatory, prejudiced or extremist, including using derogatory language.

Any prejudice, discrimination or extremist views, including derogatory language, displayed by pupils or staff will always be challenged and where appropriate dealt with in line with our behaviour policy for learners and the code of conduct for staff. Where misconduct related to extremism, discrimination and prejudice by a staff member is

proven the matter will be referred to the local safeguarding team and any advice given will be followed and acted upon.

As part of wider safeguarding responsibilities St. John's staff will be alert to:

- Disclosures by learners of their exposure to the extremist or criminal actions, views or materials of others outside of our organisation, such as in their homes or community groups.
- Graffiti symbols, writing or art work promoting extremist messages or images
- Learners accessing extremist material online, including through social networking sites
- Reports of changes in behaviour, friendship or actions and requests for assistance
- Partner organisations, local authority services, and police reports of issues affecting learners in other organisations or settings
- Learners voicing opinions drawn from extremist ideologies and narratives
- Use of extremist or 'hate' terms to exclude others or incite violence
- Intolerance of difference, whether secular or religious or, in line with our equalities policy, views based on, but not exclusive to, gender, disability, homophobia, race, colour or culture
- Attempts to impose extremist views or practices on others
- Anti-western or anti-British views
- St. John's will closely follow any locally agreed procedure as set out by the local authority and/or the local safeguarding board's agreed processes and criteria for safeguarding individuals vulnerable to extremism and radicalisation.

### **3. Procedure**

We will all strive to eradicate the myths and assumptions that can lead to some young people becoming alienated and disempowered, especially where the narrow approaches learners may experience elsewhere may make it harder for them to challenge or question these radical influences. At St. John's this will be achieved by good teaching, primarily via PSHE and key working; but also, by adopting the methods outlined in the government's guidance 'Teaching approaches that help build resilience to extremism among young people' DfE 2011.

We will ensure that all of our teaching approaches help our learners build resilience to extremism and give learners a positive sense of identity through the development of critical thinking skills.

We will ensure that all of our staff are equipped to recognise extremism and are skilled and confident enough to challenge it or report to the appropriate people for guidance and advice.

We will be flexible enough to adapt our learning approaches, as appropriate, so as to address specific issues and become even more relevant to the current issues of extremism and radicalisation. In doing so we will apply the 'key ingredients' for success following the three broad categories of:

- Making a connection with learners through good learning design, and a learner centred approach.

- Facilitating a 'safe space' for dialogue, and equipping our learners with the appropriate skills, knowledge, understanding and awareness for resilience. Therefore this approach will be embedded within the ethos of our organisation so that learners know and understand what safe and acceptable behaviour is in the context of extremism and radicalisation. This will work in conjunction with our organisations' approach to the spiritual, moral, social and cultural development of learners as defined in Ofsted's School Inspection Handbook and will include the use of PSHE, tutor time and key working sessions to help further promote this rounded development of our learners. Our goal is to build mutual respect and understanding and to promote the use of dialogue not violence as a form of conflict resolution. We will achieve this by using a curriculum that includes:
  - PHSE programmes
  - Open discussion and debate
  - Equality & Diversity promoted throughout curriculum

We will also work with local partners, families and communities in our efforts to ensure St. John's understands and embraces our local context and values in challenging extremist views and to assist in the broadening of our learners' experiences and horizons. We will help support those who may be vulnerable to such influences as part of our wider safeguarding responsibilities and where we believe a learner is being directly affected by extremist materials or influences we will ensure that the individual is offered mentoring. Additionally, in such instances we will seek external support from the local authority and/or local partnership structures working to prevent extremism such as the Channel programme.

We will promote the values of democracy, the rule of law, individual liberty, mutual respect and tolerance for those with different faiths and beliefs. We will teach and encourage learners to respect one another and to respect and tolerate difference, especially those of a different faith or of no faith. It is indeed our most fundamental responsibility to keep our learners safe and prepare them for life in modern multi-cultural Britain and the wider world.

#### **4. Training**

We encourage the use of external agencies or speakers to enrich the experiences of our staff and learners, however we will positively vet those external agencies, individuals or speakers who we engage to provide such learning opportunities or experiences for our organisation. Such vetting is to ensure that we do not unwittingly use agencies that contradict each other with their messages or that are inconsistent with, or are in complete opposition to St. John's values and ethos. We must be aware that in some instances the work of external agencies may not directly be connected with the rest of the curriculum, so we need to ensure that this work is of benefit to our learners and staff. St. John's will assess the suitability and effectiveness of input from external agencies or individuals to ensure that:

- Any messages communicated to learners and staff are consistent with the ethos of St. John's and do not marginalise any communities, groups or individuals
- Any messages do not seek to glorify criminal activity or violent extremism or seek to radicalise learners through extreme or narrow views of faith, religion or culture or other ideologies
- Activities are matched to the needs of our learners

We recognise, however, that the ethos of our organisation is to encourage learners to understand opposing views and ideologies, appropriate to their age, understanding and

abilities, and to be able to actively engage with them in informed debate and we may use external agencies or speakers to facilitate and support this.

Therefore, by delivering a broad and balanced curriculum, augmented by the use of external sources where appropriate, we will strive to ensure our learners recognise risk and build resilience to manage any such risk themselves where appropriate to their age and ability but also to help them to develop the critical thinking skills needed to engage in informed debate.

Whole organisational in-service training on safeguarding and child protection will be organised for staff and governors at least every three years and will comply with the prevailing arrangements agreed by the local authority and local safeguarding board and will, in part, include training on extremism and radicalisation and its safeguarding implications.

The safeguarding lead and prevent lead will attend training courses as necessary and the appropriate inter-agency training organised by the local safeguarding board at least every two years, again this will include training on extremism and radicalisation and its safeguarding implications.

### **Whistleblowing**

Where there are concerns of extremism or radicalisation with learners or others by staff, colleagues will be encouraged to make use of our internal systems to whistle blow or raise any issue in confidence. Please refer to St. John's whistle blowing policy.

### **Safeguarding**

Please refer to our safeguarding policy for the full procedural framework on our Safeguarding duties.

Staff will be alert to the fact that whilst extremism and radicalisation is broadly a safeguarding issue there may be some instances where a learner may be at direct risk of harm or neglect. For example; this could be due to a learner displaying risky behaviours in terms of the activities they are involved in or the groups they are associated with or staff may be aware of information about a learner's family that may equally place a learner at risk of harm. (These examples are for illustration and are not definitive or exhaustive) therefore all adults working within St. John's (including visiting staff, volunteers' contractors and students on placement) are required to report instances where they believe a learner may be at risk of harm or neglect to the safeguarding team

### **Recruitment**

The arrangements for recruiting all staff, including permanent, bank staff and volunteers, to our organisation will follow guidance for safer recruitment best practice in education settings, including, but not limited to, ensuring that DBS checks are always made at the appropriate level, that references are always received and checked and that we complete and maintain a single central record of such vetting checks.

We will apply safer recruitment best practice principles and sound employment practice in general and in doing so will deny opportunities for inappropriate recruitment or advancement.

We will be alert to the possibility that persons may seek to gain positions within our organisation so as to unduly influence our organisations character and ethos. We are aware that such persons may seek to limit the opportunities for our learners and render them vulnerable to extremist views and radicalisation.

Therefore, by adhering to safer recruitment best practice techniques and by ensuring that there is an ongoing culture of vigilance within our St. John's and the staff team we will minimise the opportunities for extremist views to prevail.

## **5. Responsibilities**

It is the responsibility of all staff within our organisation, as well as the governing body and the safeguarding team to uphold the values and ethos of our St. John's. We must all work together to keep our learners safe and free from abuse of any kind, along with extremist views and radicalisation.

## **6. Reporting**

You will report through My Concern, or to a member of the safeguarding team directly prior to adding all details to My Concern.

Add as much information as possible.

The safeguarding team will then contact:

### **Brighton and Hove contact:**

**Safeguarding Children:** [Frontdoorforfamilies@brighton-hove.gov.uk](mailto:Frontdoorforfamilies@brighton-hove.gov.uk)

**Safeguarding Adults:** [scdsintake@brighton-hove.gov.uk](mailto:scdsintake@brighton-hove.gov.uk)

### **Prevent Education Officer Brighton and Hove:**

[Will.robey@brighton-hove.gov.uk](mailto:Will.robey@brighton-hove.gov.uk)

[Channel.Prevent@brighton-hove.gov.uk](mailto:Channel.Prevent@brighton-hove.gov.uk)

### **Further information:**

<http://www.safeinthecity.info/getting-help/preventing-terrorism-and-extremism>

### **East Sussex Contact:**

[prevent@sussex.pnn.police.uk](mailto:prevent@sussex.pnn.police.uk)

**Safeguarding Children - 0-19:** [SPOA@eastsussex.gov.uk](mailto:SPOA@eastsussex.gov.uk) – 01323 464222

### **For more information:**

<https://czone.eastsussex.gov.uk/safeguarding/prevent/model-policy/>